

STATINTL

5 Sept. 1973

[] has been assigned as the OJCS representative to service our requests and we should submit our needs to him.

We were given office breakdowns by Directorate to prepare grade profiles on.

The sex code 1 through 8 represents:

1. White males
2. White females
3. Black males
4. Black females
5. Other male
6. Other female
7. Spanish surname male
8. Spanish surname female

Our computer runs will be as of 31 July.

Computer runs can also be charted if we wish.

Article in Sunday Post on Women in the Foreign Service

FMSAC is now the Office of Weapons Intelligence.

Our CT run should be in.

We plan to forward [] recommendation back to Mr. Colby stating we feel the recommendation should be extended to the entire Agency and not just the DDO. We will also add that progress reports in regard to women should be submitted by the heads of each Directorate on a quarterly basis.

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CONFIDENTIALAVERAGE EOD GS RATING OF NON-PROFESSIONALS WITH COLLEGE DEGREES

<u>DCI</u>	<u>MALE</u>	<u>FEMALE</u>
Total:	---	6
1963-67	---	---
1968-73	---	GS-4.5

<u>DDI</u>		
Total:	12	19
1963-67	---	GS-4
1968-73	GS-7	GS-4.3

<u>DDM&S</u>		
Total:	70	21
1963-67	GS-6	GS-5
1968-73	GS-7.1	GS-5

<u>DDO</u>		
Total:	43	165
1963-67	GS-6.3	GS-4.9
1968-73	GS-6.4	GS-4.6

<u>DDS&T</u>		
Total:	37	14
1963-67	GS-8.4	GS-5
1968-73	GS-9.2	GS-5

COLLEGE GRADUATES IN NON-~~FOR~~ PROFESSIONAL JOBS, Office Totals

	<u>Men</u>	<u>Women</u>
DCI		
ODCI		
GENC		2
IG		1
ICS		1
ONE		1
STATINTL		
DDM&S		
MED	3	2
COMMO	3	3
<input type="text"/>		1
LOG	19	1
PERS		1
SEC	1	1
OTR	3	3
FIN	4	2
OJCS	1	3
OPPB		1
DDO		
CI	1	2
FI		1
OPS		1
DDOP		1
STATINTL		
CCS		1
CA	1	2
AF	2	4
<input type="text"/>		25
STATINTL		
EUR	3	5
EA	13	39
NE	9	19
<input type="text"/>		18
STATINTL		
SB	2	1
WH	6	18
MPS		26
ISD	5	1
<input type="text"/>	1	2

STATSBREC	DDI		
	ODD*		
	OBGI	8	2
	OCI	1	2
	CRS	1	1
	DCS		8
	<div style="border: 1px solid black; width: 150px; height: 15px;"></div>	2	2
	OER		1
	IRS		2
			1
	DDS&T		
	DDS&T		3
	OEL	1	
	ORD	1	
	OSA	1	
	OSI		
	FMSC		2
	TSOTS		1
	NPIC	11	1
	TAS		7
			1
Agency Total:		162	226
		(52 hired since 1968)	(132 hired since 1968)

Average EOD grade for graduate women in non-professional jobs, by Directorate

	<u>DCI</u>	<u>DDM&S</u>	<u>DDO</u>	<u>DDI</u>	<u>DDS&T</u>
EOD 1963-67		5	4.9	4	5
EOD 1978-73	4.5	5	4.6	4.3	5

as of 31 May 1973, was reviewed to determine the status of women in this category. The statistics listed below apply only to non-professionals with college degrees.

1. The current average grade of women in the O/DCI is GS-8.7; in the DD/M.S., GS-7.3; in the DD/O, GS-6.5; in the DD/S&T, GS-7.1; and in ~~IAS, GS-8.0~~ ^{DDI, GS-6.5} and in ~~DDI, GS-6.5~~.
2. Of the 15 employees with Master's degrees, 4 are white females. Of these, 2 are GS-7s who were hired in 1965 and 1969; and 2 are GS-9s who were hired in 1960 and 1969. All are in the DD/O.
3. Of the 7 employees who were CTs, 1 is a white female without a Master's degree. She is a GS-11 who was hired in 1954. She, too, is in the DD/O.
4. In ^{MA}OMS, there is a woman who has two Bachelor's degrees and one language. Her position title is "psychometrist", but she occupies a "clerk typist's" slot. This means that she is a GS-5 filling a GS-5 slot.
5. Similarly, in EUR Division of the DD/O, a woman with two Bachelor's degrees and one language is a "clerk typist" in a "clerk typist's" slot -- a GS-4 filling a GS-4 slot.
6. In ^{MA}OTR, one woman who was hired as a GS-5 in 1962 has risen only one grade in 11 years.
7. As in the above case, one woman in IRS who was hired as a GS-6 in 1962 has risen only two grades in 11 years.
8. In addition, in ^{MA}OWI, one woman who was hired as a GS-5 in 1966 has risen only one grade in 7 years.
9. A comparison of the careers of one man and one woman in the EA Division of the DD/O shows a great disparity in treatment between the sexes: 1) both were hired as GS-6s in 1965, the man 1 month before the woman; 2) the man has only a Bachelor's degree, whereas the woman has a Master's degree (it should be noted that none of the non-professional men in EA has a Master's degree); and 3) the man is now a GS-11 while the woman -- 8 years later -- is only a GS-7.
10. The same type of comparison can also be drawn between one black female and one white male in ^{MA}TSD: 1) both were hired in 1955, the man 7 months after the woman; 2) the man is now a GS-13 while the woman -- 18 years later -- is only a GS-7; and 3) all the other non-professional college graduates in ^{MA}TSD are white males, yet the closest in grade to the black female is a GS-12 who was hired 2 years after her.
11. Another disparity in treatment can be seen in CRS, this time based solely on race: of 5 females now GS-5s, the 4 whites were hired as GS-4s in 1972, while the 1 black was hired as a GS-4 in 1966 -- i.e., the whites have risen one grade in 1 year, while it has taken the black 7 years to attain the same promotion.

Some favorable statistics can also be gleaned from this computer run:

1. In OF, one woman hired as a GS-4 in 1971 has risen to a GS-7 in only 2 years. However, one woman in the same Office -- with two Bachelor's degrees -- was hired in 1960, yet in 13 years has only reached a GS-9.
2. In NPIC, a black female hired as a GS-4 in 1970 has risen to a GS-7 in only 3 years. However, two white females hired as GS-4s in 1970 are now GS-7s.